

1:1 Questions:

Use these to help scaffold your 1:1s – pick and choose as appropriate.

Use in conjunction with: *The School Values, Vision, and Policies.*

Category	Possible Questions
Check-in	<p>Take a moment and think about what is going on in life and work – based on that, how are you?</p> <p>What are you most excited about outside of work at the moment?</p> <p>Is there anything you need/want me to know about?</p> <p>Is there any specific feedback you would like or feel you would benefit from?</p> <p>What do I need to know about to be best placed to support you?</p> <p>What part of your job do you enjoy the most/least enjoy?</p>
Review of previous meeting	<p>How have things progressed since our last meeting?</p> <p>Have you managed to achieve xxxx?</p> <p>What has been the impact of the actions we previously agreed?</p>
Strengths, Success & achievements	<p>What is going well?</p> <p>When do you feel you most excel at work?</p> <p>What are your key strengths?</p> <p>What motivates you at work?</p> <p>What has gone well for you over the past month?</p>
Challenges	<p>What challenges are you experiencing at the moment? What are the barriers to success?</p> <p>How would you like this challenge to work out? How can you get there?</p> <p>What resources do you need?</p> <p>How can I support you?</p> <p>What has not gone so well for you over the past month?</p>
Wellbeing	<p>How do you rate your wellbeing on a scale of 0 to 10? So, tell me what do you think would get you from an (e.g.) 6 to a 7?</p> <p>Do you feel you have a positive work-life harmony?</p> <p>How are you managing your current workload?</p>
Personal & professional development	<p>Previously, you have said you wish to <insert area of focus or promotion etc> how are you progressing towards this goal?</p>

	<p>Is there any development you feel you need?</p> <p>Do you have in mind any professional learning activities?</p> <p>What do you think are your next steps? How can I support you?</p>
<p>Feedback on your management and leadership</p>	<p>I want to be the best manager I can be; how can I improve?</p> <p>What am I doing well, in your opinion?</p> <p>Is there something I can do differently to address <insert issue>?</p> <p>What is one thing I should start doing, stop doing, continue doing?</p>
<p>School Vision and Values</p>	<p>How do you feel you are upholding the school values? Where are your strengths? What do you need/want to focus on?</p> <p>What do you see are the strong behaviours in our team? Where do we need to do some work?</p> <p>How are we moving towards our vision? What do we need to do better?</p> <p>How are working relationships within the team?</p>
<p>Other/looking forwards</p>	<p>What are your thoughts or reactions to xxxx <insert something that is going on></p> <p>What are your priorities over the next month? What can be done to support you with these?</p>